

Abstract – Agency employment

The name of my diploma thesis is the agency employment. Nowadays, the institute of agency employment is a widespread phenomenon on the labour market. It is a very popular institution for employees as well as for employers, which is being changed under the demand of society needs and according to valid legislation. I have chosen this topic due to its timeliness and flexibility with which the agency employment reacts to the growing unemployment rate. Since the capacity of the agency employment is very vast, this diploma thesis aims to approach the fundamental issues and concepts relating to it.

The thesis is divided into 6 chapters dealing with different aspects of agency employment. The first chapter provides the basic notions of agency employment, defines key terms associated to it.

The second chapter focuses on the historical development of agency employment. It also outlines the view of international adjustment of agency employment, gives a short excursion into European legislation and provides an approach of the valid legislation in the Czech Republic.

The main institution that is in charge of agency employment is an agency of labour; therefore the third chapter is dedicated to the institution of agency of labour. This chapter specifies its position with respect to the Offices of labour and the users. The rest of this chapter deals with authorisation for the mediation of employment and duties of agencies of labour.

The fourth chapter specifies a private legislation of agency employment. It analyses the tripartite relationship consisting of agency labour – user – employee. It also describes the institute of secondment and provides an outline of prohibited works in secondment.

The fifth chapter is divided into two parts and describes selected areas of agency employment. The first part focuses on working conditions for agency employment and the second part focuses on the wage conditions of agency employment.

The last chapter is based on efficiency of novella of the Employment Act. The main aim of this chapter is to provide a view on the new effective statutory framework in terms of agencies of labour.